EMPLOYMENT READINESS SCALE™

Making the Business Case: Agencies

The Employment Readiness Scale™ (ERS) offers a unique combination of benefits to clients, agencies, and sponsors of career and employment services. It is a standardized online assessment and program evaluation tool, validated for repeat administration. Users include employment assistance programs for a wide range of clientele, services for persons with disabilities, immigrant services, community colleges, adult education programs, Aboriginal organizations, and youth custody programs.

The ERS helps agencies optimize the allocation of resources, thereby saving money while measuring and documenting the progress of clients towards self-sufficiency and ultimately employment. The ERS provides the following specific benefits to agencies:

- An efficient (15-20 minute) method to identify the key factors that could prevent client success.
- The ability to measure client progress part way through contracts to identify remaining issues and ensure employment success.
- An easy-to-use action plan tool for increasing client commitment.
- A validated framework for designing successful interventions.
- Objective data on aggregate client needs and challenges.
- Help in referring clients to appropriate programs.
- Objective verification of the effectiveness of agency interventions.

ERS aggregate reports also assist agencies in negotiating contracts with funders by providing a rationale for program and service requirements. For example, data from the first 126,000 clients show that 63% were Not Ready at the point of intake (i.e., needed more than job search assistance), 49% had challenges that could prevent success at work, and 52% needed supervised work experience in order to succeed.

For the cost of $1.50 to $6.67 per administration (depending on purchase volume), agencies are able to have clients take the ERS up to six times and are also able to get just-in-time aggregate reports on client needs, client outcomes, and program effectiveness (data that would usually cost thousands of dollars in consulting fees to generate).

For more information:

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